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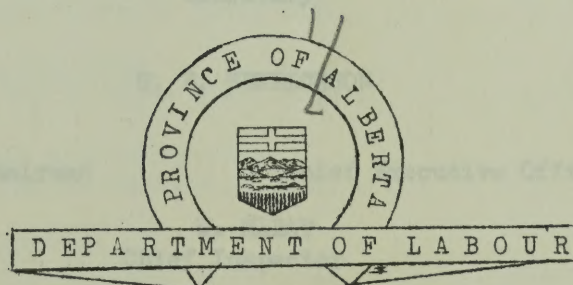
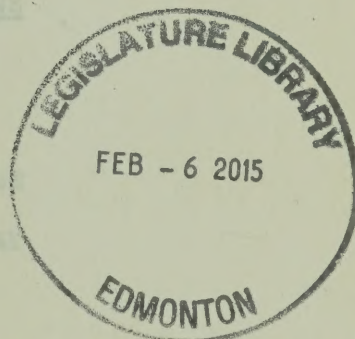
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BULLETIN

ON THE BOARD'S ACTIVITIES

4/ JANUARY 1st, 1961 to MARCH 31st, 1961.

ISSUED BY



K. A. PUGH
Deputy Minister

HON. R. REIERSON
Minister

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DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

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R. B. d'ESTERRE W. N. GRAY

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Secretary

H. E. BENDICKSON

Vice-Chairman

Chief Executive Officer

W. MADAY
Chief Inspector

DEPARTMENT OF JUSTICE

HONORABLE A. HENSON

Minister

K. A. TIER

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

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K. A. TIER - Chairman

WILFRED ROSS W. H. CLAY

R. B. HENDERSON W. H. CLAY

H. C. FRENCH

Secretary

H. E. HENDERSON

Chief Executive Officer

Vice-Chairman

W. H. CLAY
Chief Inspector

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STATISTICAL INFORMATION

BULLETIN

1961

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of January 1st, 1961 to March 31st, 1961 inclusive.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Commission.

Part V sets forth measures for the purposes of Collective Bargaining.

This Bulletin deals with those aspects of the Board's work in giving assistance to workers and employers and reflecting just and friendly settlement of all disputes.

STATISTICAL INFORMATION

Number of Hours Received (Including Public Holidays)	BULLETIN	1961
Number of Applications	1961	15,000
Number of Wages Paid	1961	4,100
Number of Employees Affected	"A"	15,000

STATISTICAL DATA

Minimum Wage Hours Paid	12,171.00
Vacation Pay Orders	15,000.00
Standard Wages	11,750.00
Wages Paid	12,171.00
	100,000.00

Number of Employees Affected by these regulations	15,000
Male	100
Female	100

Number of Complaints Received	100
-------------------------------	-----

Number of Employees for whom Weekly Incomes Obtained to at least the Minimum Wage	10
Male	10
Female	10

Number of Weekly Incomes Obtained for above Employees	100.00
Male	100.00
Female	100.00

STATISTICAL INFORMATION

BULLETIN

1961

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of January 1st, 1961 to March 31st, 1961 inclusive.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Parts V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers and effecting just and friendly settlements of all disputes.

<u>PARTS I</u>	<u>to</u>	<u>IV</u>	<u>INCLUSIVE</u>	<u>1961</u>
Number of Board Meetings (including Public Hearings)				14
Number of Inspections				14,064
Number of Business Places Inspected				4358
Number of Employees Affected				22,822

SETTLEMENTS MADE:

Minimum Wage Under payment	\$2,171.03
Vacation Pay Orders	19,223.32
Overtime Arrears	11,737.04
Unpaid Wages	<u>34,913.44</u>
	\$68,044.83

Number of Employees Affected by Above Settlements:	
Male	876
Female	162
Number of Complaints Received	1295

Number of Employees for whom Weekly Increases Obtained to at least the Minimum Wage:	
Male	15
Female	<u>22</u>
	37

Amount of Weekly Increases Obtained for above Employees:	
Male	\$118.88
Female	<u>58.79</u>
	177.67

Number of Holiday Pay	
Stamps Books sold	\$509,522.29

<u>INDUSTRIAL STANDARDS</u>	<u>1961</u>
Number of Schedules	30
Number of Interviews	215
Number of Inspections	168
Number of Complaints	18

<u>PROSECUTIONS</u>	
Charges carried over from previous period	23
Number of Charges Laid	27
Convictions	19
Withdrawn	7
Dismissed	1
Pending	22
Appeals	NIL
Amount of Fines Assessed	\$580.00
Amount of Costs Assessed	51. 0
Failure to Comply with Court Order-	391.08
Vacation Pay and Fines	
Amount Implicated:	
Minimum	1082.62
Arrears of Wages	7376.70
Vacation Pay	2996.22

CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent, the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classification of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the application.

During the period from January 1st, 1961, to March 31st, 1961, the Board processed 58 applications plus those shown as pending previously, the disposition being as follows:-

Granted	46
Refused	7
Returned	1
Withdrawn	0
Pending	15
	69

REVOCATION OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provides that on receipt of an application for the Revocation of the certification of the bargaining agent, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent or the Trade Union has ceased to be a proper bargaining agent.

During the period January 1st to March 31st, 1961 the Board processed 8 applications for the revocation of the certification of a bargaining agent, the disposition being as follows:-

Certifications revoked	6
Applications pending	2

CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and the parties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From January 1st, 1961 to March 31st, 1961, the disputes referred and those referred to Conciliation Commissioners in the previous period progressed as follows:-

Settled in Conciliation	27
Referred to Conciliation	
Board	13
Application Withdrawn	1
Lapsed	2
Pending	20
	63

CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three members.

During the period from January 1st, 1961 to March 31st, 1961, there were 5 Conciliation Boards established. The Awards brought down by Boards during the period January to March are as follows:-

Unanimous Awards	3
Majority Awards	2
Dissent by employers member	0
Dissent by employees member	2
Accepted by both parties	2
Accepted by employers only	1
Accepted by employees only	2
Rejected by both parties	0
Unanimous Awards rejected by either or both parties	
By employers	2
By employees	1
By both	0
Pending at end of March 31st, 1961	0

VOTES

Re:	Appointment of a Bargaining Agent	2
Re:	Revocation of Certification	3
Re:	Conciliation Board Awards	4
Re:	Strike Action In Favour	1

STRIKES

After provisions of The Alberta Labour Act
complied with - 1

BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING MARCH 31st, 1961.

	HOUSEKEEPING	TOILETS & WASHROOMS	DINING FACILITIES	CHILDREN	CHAIRS
Instructions outstanding as of December 31st, 1960.	14	116	10	1	-
Instructions issued January 1st/61 to March 31/61.	17	20	4	-	1
TOTAL	31	136	14	1	1
Completed Instructions January 1st, 1961 to March 31st, 1961.	14	22	2	1	-
Outstanding as of March 31st, 1961.	17	114	12	-	1

PROVINCE OF
ALBERTA

	<u>EDMONTON</u>		<u>CALGARY</u>		<u>LEATHERIDGE</u>		<u>MEDICINE HAT</u>		<u>OTHER TOWNS</u>	
		%		%		%		%		%
Total No. of employees on payrolls	22261	100.00	2089	100.00	1693	100.00	194	100.00	12343	100.00
Total No. of Male Employees	15209	68.32	1526	73.05	1138	67.22	95	48.97	7964	64.52
Total No. of Female Employees	7052	31.68	563	26.95	555	32.78	99	51.03	4379	35.48

RATES OF WAGES:

MALE

Number paid \$26.00 per week	476	3.13	14	.92	4	.35	2	2.11	324	4.07
Number paid \$26.01 to \$30.00 per week	227	1.49	18	1.18	4	.35	1	1.05	176	2.21
Number paid \$30.01 to \$32.50 per week	160	1.05	17	1.11	8	.70	1	1.05	114	1.43
Number paid \$32.51 to \$35.00 per week	252	1.66	12	.79	30	2.64	4	4.21	166	2.08
Number paid \$35.01 to \$40.00 per week	499	3.28	30	1.97	44	3.87	3	3.16	365	4.58
Number paid \$40.01 to \$50.00 per week	1665	10.95	145	9.50	107	9.40	27	28.42	1126	14.14
Number paid \$50.01 to \$65.00 per week	3563	23.43	283	18.55	312	27.42	23	24.21	2252	28.28
Number paid over \$65.00 per week	8367	55.01	1007	65.98	629	55.27	34	35.79	3441	43.21

TOTAL MALE EMPLOYEES

15209	100.00	1526	100.00	1138	100.00	95	100.00	7964	100.00
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RATES OF WAGES:

FEMALE

Number paid under \$24.00 per week	562	7.97	15	2.66	1	.18	---	---	391	8.93
Number paid \$24.01 to \$28.00 per week	506	5.76	15	2.66	9	1.62	11	11.11	334	7.63
Number paid \$28.01 to \$30.00 per week	454	6.44	53	9.41	14	2.52	23	23.23	302	6.90
Number paid \$30.01 to \$32.50 per week	482	6.83	44	7.82	64	11.53	4	4.04	324	7.39
Number paid \$32.51 to \$37.00 per week	1526	21.64	126	22.38	150	27.03	24	24.25	1031	23.54
Number paid \$37.01 to \$42.50 per week	1174	16.65	104	18.47	122	21.98	20	20.20	732	16.72
Number paid \$42.51 to \$60.00 per week	1526	21.64	169	30.02	171	30.81	10	10.10	673	15.37
Number paid over \$60.00 per week	922	13.07	37	6.58	24	4.33	7	7.07	592	13.52

TOTAL FEMALE EMPLOYEES

7052	100.00	563	100.00	555	100.00	99	100.00	4379	100.00
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PERIOD OF JANUARY 1st, 1961 to AND INCLUDING MARCH 31st, 1961.

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

Charges laid for Infractions of The Alberta Labour Act and Orders

January 1st, 1961 - March 31st, 1961.

	FINES	COSTS	1/d DAYS	ARREARS	Information Brought Forward and Disposition	No: Completed Bal.	No: Completed Bal.	New Cases this period and Disposition	CONVICTIONS WITHDRAWALS	DISMISSALS WARRANTS EXECUTED	BALANCE
Sec. 11 (1) Failure to Maintain Time Records	50.00	4.00	44			4	3	1	2	1	1
Sec. 11 (4) Failure to Produce Records on Board Order	310.00	20.50	90	1856.32	3	2	1	1	5		2
Sec. 29 Male Min. Wage Order #1	50.00	5.30		1082.62	3	3		1			1
Sec. 29 Male Min. Wage Order #17	95.00	9.10	20	5520.38	9	2	7	3	2		10
Sec. 41 Failing to Pay All Wages	40.00	6.30		193.14	3	2	1	1	1		1
Sec. 43 Vacation Pay Order #5	35.00	6.60		2803.08	1	1	3	3	3		3
Sec. 43 Vacation Pay Order #6				391.08	4	2	2	2	2		2
Sec. 43 (8) Failure to Pay on Court Order, Vacation Pay and Fines. Part V								2			2
Sec. 72	580.00	51.80	154	11846.62	23	12	11	27	19	1	22

THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

JANUARY 1st, 1961 to MARCH 31st, 1961.

I S S U E D

"B"

THE ALBERTA LABOUR ACT

CERTIFICATIONS

JANUARY 1st, 1961 to MARCH 31st, 1961

I S S U E D

1. International Woodworkers of America Local 1-207, Edmonton, Alberta and H. F. Wood Haulers Ltd., Hinton, Alberta.

UNIT:

"All employees of the Company employed by the Company at Hinton, Alberta, excluding office staff, foremen, supervisory officials and those having the right to hire and fire."

CERTIFICATION NO. 1 - 61

2. Beverage Dispensers International Union Local 265, Calgary, Alberta and Forest Lawn Hotel Ltd., Forest Lawn, Alberta.

UNIT:

"All Tapmen and waiters employed on a full time basis"

CERTIFICATION NO. 2 - 61

3. Construction and General Laborers Union Local 1111, Calgary, Alberta and Sullivan and Stewart Plastering Contractors Co. Ltd., Edmonton Alberta.

UNIT:

"Laborers and Plasterer's Helpers"

CERTIFICATION NO. 3 - 61

4. United Packinghouse, Food and Allied Workers Union Local 661, Calgary, Alberta and Western Canadian Seed Processors Ltd., Lethbridge, Alberta.

UNIT:

"All employees, excluding office staff, steam engineers, foremen with the right to hire and fire and those above the rank of such foremen."

CERTIFICATION NO. 4 - 61

5. Hod Carriers Building and Common Laborers Union Local 92,
Edmonton, Alberta and Stuart Olson Limited, Edmonton, Alberta.

UNIT:

"Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vibratermen, grinder operators, jackhammermen, breakermen, pump tenders, tubularscaffolders - General laborers, powerbuggy operators, pipe layers (non-metallic). Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

CERTIFICATION NO. 5 - 61

6. International Brotherhood of Electrical Workers Local 424,
Edmonton, Alberta and Northland Utilities Limited, Edmonton,
Alberta.

UNIT:

"All employees excluding office personnel, temporary help and those employed in a supervisory and confidential capacity."

CERTIFICATION NO. 6 - 61

7. United Packinghouse, Food and Allied Workers Local 661, Calgary,
Alberta and Canada Packers Limited, Lethbridge, Alberta.

UNIT:

"All employees, excluding foremen, those above the rank of foremen, office employees and sales personnel."

CERTIFICATION NO. 7 - 61

8. United Brotherhood of Carpenters & Joiners of America Local
1325, Edmonton, Alberta and Industrial Leaseholds Construction
Ltd., Edmonton, Alberta.

UNIT:

"Carpenters, Carpenter-Apprentices and Foremen."

CERTIFICATION NO. 8 - 61

9. Hod Carriers Building and Common Laborers Union Local 92,
Edmonton, Alberta and Industrial Leaseholds Construction
Ltd., Edmonton, Alberta.

UNIT:

"Laborers when employed as dumpmen,
tampermen, chippermen, mixermen,
vibratormen, grinder operators, jack-
hammermen, breakermen, pump tenders,
tubularscaffolders - General laborers,
powerbuggy operators, pipe layers
(non-metallic). Laborers tending all
crafts including mixing, handling and
conveying of all materials used by the
crafts."

CERTIFICATION NO. 9 - 61

10. United Brotherhood of Carpenters and Joiners of America
Local 1325, Edmonton, Alberta and Walters Construction Limited,
Edmonton, Alberta.

UNIT:

"Carpenters, Carpenter Apprentices
and Foremen."

CERTIFICATION NO. 10 - 61

11. Bricklayers, Plasterers, Marble Masons, Tile Setters,
Terrazo Workers, Local Union No. 2, Calgary, Alberta and
Carl Erickson Contracting, Calgary, Alberta.

UNIT:

"All employees who are employed at
Painting, Caulking & cleaning of all
types of masonry. Caulking of all
window frames, mullions & panels,
including all grinding & cutting out
on such work."

CERTIFICATION NO. 11 - 61

12. Amalgamated Association of Street, Electric Railway & Motor
Coach Employees of America, Local 569, Edmonton, Alberta and
Diamond Bus Lines Ltd., Edmonton, Alberta.

UNIT:

"Bus Drivers and Garage Employees,
excluding Supervisors."

CERTIFICATION NO. 12 - 61

13. B.T. & C. T. M. Employees Association, Camrose, Alberta and Camrose Transit Mix Limited, Camrose, Alberta.

UNIT:

"All of the employees except those employees in a managerial, supervisory, temporary or confidential capacity and office staff."

CERTIFICATION NO. 13 - 61

14. Canadian Oil Innisfail Gas Plant Employees' Bargaining Association, Innisfail, Alberta and Canadian Oil Companies Limited, Production Department, Calgary, Alberta.

UNIT:

" Shift unit operators, shift steam engineers, utility men, hailer house assistants and all hourly paid and shift employees."

CERTIFICATION NO.14 - 61

15. International Woodworkers of America, Local 1-207, Edmonton, Alberta and George Moreau, Hinton, Alberta.

UNIT:

"All employees of the contractor excluding office staff, confindetial, foremen and those having the right to hire and fire."

CERTIFICATION NO. 15 - 61

16. International Association of Bridge, Structural and Ornamental Iron Workers Local 725, Calgary, Alberta and Bogardus Wilson (Alberta) Limited, Calgary, Alberta.

UNIT:

"All employees who are directly connected with the erecting and placing of curtain wall and curtain-wall type panels, mullions, window frames and ornamental iron, above the ground floor, and off the Company premises, excluding all glass and plastic materials."

CERTIFICATION NO. 16 - 61

17. United Brotherhood of Carpenters and Joiners of America
Local 2410, Red Deer, Alberta and J. K. Campbell &
Associates Limited, Edmonton, Alberta.

UNIT:

"Journeyman Carpenters, Carpenter
Apprentices and Carpenter Foremen."

CERTIFICATION NO. 17 - 61

18. B. T. & C. T. M. Employees Association, Camrose, Alberta
and Brager Transport, Camrose, Alberta.

UNIT:

"All of the employees except those
employed in a managerial, supervisory
temporary or confidential capacity
and office staff."

CERTIFICATION NO. 18 - 61

19. Hod Carriers Building and Common Laborers Union Local 92,
Edmonton, Alberta and Industrial Concrete Floors Ltd.,
Edmonton, Alberta.

UNIT:

"All of the employees of the Company
excluding cement masons, office staff
and supervisory personnel with the
right to hire and fire."

CERTIFICATION NO. 19 - 61

20. United Brotherhood of Carpenters and Joiners of America,
Local 2998, Lethbridge and Lethbridge Body Works Limited,
Lethbridge, Alberta.

UNIT:

"All employees excepting the shop
superintendent, office and sales staff."

CERTIFICATION NO. 20 - 61

21. Retail Clerks Union Local 401, Edmonton, Alberta and Loblaw Groceterias Co. Limited, Calgary, Alberta.

UNIT:

"All employees employed in the stores of Loblaw Groceterias Co. Limited in the greater Red Deer area, except those in the meat departments and location managers."

CERTIFICATION NO. 21 - 61

22. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312, Edmonton, Alberta and Loblaw Groceterias Co. Limited, Calgary, Alberta.

UNIT:

"All those emgaged in the preparation for sale, handling and selling of fresh, frozen, cooked and smoked meats, fish and poultry, in the stores of Loblaw Groceterias Co. Limited in the City of Red Deer, Alberta. This, however, does not include Grocery Checkers."

CERTIFICATION NO. 22 - 61

23. United Steelworkers of America, Local 5013, Edmonton, Alberta and Continental Can Company of Canada Limited, Edmonton, Alberta.

UNIT:

"All production and maintenance employees at Continental Can Company of Canada Limited, Plant 46, located at 88th Street and 63 Avenue, Edmonton, Alberta, except Sales staff, salaried office clerical employees, security guards, cafeteria staff and those performing managerial functions of Assistant Foremen or senior rank."

CERTIFICATION NO. 23 - 61

24. Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, Calgary, Alberta and Bunn & Michael, Calgary, Alberta.

UNIT:

"All painters, decorators and paperhangers including foremen and apprentices, but excluding management and office staff."

CERTIFICATION NO. 24 - 61

25. Shopmen's Local Union No. 776 of the International Association of Bridge, Structural and Ornamental Iron Workers Edmonton, Alberta and Fenrich Unit Step Co. Ltd., Edmonton, Alberta.

UNIT:

"All employees of the Company at the shop in Edmonton, Alberta, save and except office staff, watchmen and all employees engaged in field erection and/or installation work."

CERTIFICATION NO. 25 - 61

26. Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, Calgary, Alberta and Park and Derochie Decorating Co. Ltd., Calgary, Alberta.

UNIT:

"All painters, decorators and paperhangers, including foremen and apprentices, but excluding management and office staff."

CERTIFICATION NO. 26 - 61

27. Brotherhood of Painters Decorators and Paperhangers of America Local 583, Calgary, Alberta and Tuigley Decorating Limited, Calgary, Alberta.

UNIT:

"All painters, decorators and paperhangers, including foremen and apprentices, but excluding management and office staff."

CERTIFICATION NO. 27 - 61

28. Brotherhood of Painters, Decorators and Paperhangers of America Local 583, Calgary, Alberta and Taylor Decorating Ltd., Calgary, Alberta.

UNIT:

"All painters, decorators and paperhangers, including foremen and apprentices, but excluding management and office staff."

CERTIFICATION NO. 28 - 61

29. Brotherhood of Painters, Decorators and Paperhangers of America
Local 583, Calgary, Alberta and Norwin Decorating Ltd.,
Calgary, Alberta.

UNIT:

"All painters, decorators and paper-
hangers, including foremen and apprentices,
but excluding management and office
staff."

CERTIFICATION NO. 29 - 61

30. Brotherhood of Painters, Decorators and Paperhangers of
America, Local 583, Calgary, Alberta and Donaldson and Evans,
Calgary, Alberta.

UNIT:

"All painters, decorators and paper-
hangers, including foremen and apprentices,
but excluding management and office
staff."

CERTIFICATION NO. 30 - 61.

31. Brotherhood of Painters, Decorators and Paperhangers of America
Local 583, Calgary, Alberta and Cam-Dec Painting Co. Ltd.,
Calgary, Alberta.

UNIT:

"All painters, decorators and paper-
hangers, including foremen and apprentices,
but excluding management and office
staff."

CERTIFICATION NO. 31 - 61

32. International Woodworkers of America, Local Union No. 1-207,
Edmonton, Alberta and Albert Boutin Trucking, Hinton, Alberta.

UNIT:

"All employees of the contractor
excluding office staff, confidential
foremen, and those having the right to
hire and fire."

CERTIFICATION NO. 32 - 61

33. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union Local Union No. 579, Edmonton, Alberta and Athabasca Valley Hotel, Hinton, Alberta.

UNIT:

"All employees in the Beverage Rooms, tapmen & waiters, all employees in the restaurant, kitchen and all service employees the clerks, maids, janitors, and maintenance, excluding the manager and those with the right to hire and fire."

CERTIFICATION NO. 33 - 61

34. Beverage Dispensers' International Union Local 265, Calgary, Alberta and Cascade Hotel Company Limited, (Buffalo Paddock Lounge) Banff, Alberta.

UNIT:

"All employees employed in the above named Lounge in the classification of Head Bartender, Bartender or waiter."

CERTIFICATION NO. 34 - 61

35. Beverage Dispensers' International Union Local 265, Calgary, Alberta and King Edward Hotel Company Limited, (Big Horn Lounge) Banff, Alberta.

UNIT:

"All employees employed in the above named Lounge in the classification of Head Bartender, Bartender or waiter."

CERTIFICATION NO. 35 - 61

36. International Association of Bridge, Structural and Ornamental Iron Workers, Local Union No. 720, Edmonton, Alberta and MacCalder Construction Co. Ltd., Edmonton, Alberta.

UNIT:

"All employees on the Company's payroll classified as Ironworkers, welders and riggers."

CERTIFICATION NO. 36 - 61

37. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, Alberta and Belsher's Limited, Edmonton, Alberta.

UNIT:

"Pick up drivers and warehousemen."

CERTIFICATION NO. 37 - 61

38. Alberta Strip Miners Union Local No. 1595, Wabamun, Alberta and Alberta Coal Ltd., Wabamun, Alberta.

UNIT:

"All employees of the Alberta Coal Ltd. excluding those above the rank of foreman."

CERTIFICATION NO. 38 - 61

39. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local 987, Calgary, Alberta and Plunkett and Savage Branch of Dominion Fruit Limited, Calgary, Alberta.

UNIT:

"All warehousemen, and Truck Driver employees excluding office staff and those in a supervisory capacity with the right to hire, discharge or change the status of employees."

CERTIFICATION NO. 39 - 61

40. Construction and General Laborers Union, Local 1111, Calgary, Alberta and Milliken Masonry, Calgary, Alberta.

UNIT:

"Laborers and Bricklayers Helpers."

CERTIFICATION NO. 40 - 61

41. Construction and General Laborers Union, Local 1111, Calgary, Alberta and Exel Construction Ltd., Calgary, Alberta.

UNIT:

"Laborers and Bricklayers Helpers."

CERTIFICATION NO. 41 - 61

42. United Brotherhood of Carpenters & Joiners of America, Locals No. 1779 and 2103, Calgary, Alberta and Exel Construction Ltd., Calgary, Alberta.

UNIT:

"Carpenters, Carpenter Foremen and Apprentices."

CERTIFICATION NO. 42 - 61

43. Hod Carriers Building and Common Laborers Union Local 92, Edmonton, Alberta and Julian's Masonry Ltd., Edmonton, Alberta.

UNIT:

"Laborers, when employed as mixermen, bricksaw operators, hod carriers and general laborers. Laborers tending all crafts including, mixing, scaffolding, handling and conveying of all materials used by the crafts."

CERTIFICATION NO. 43 - 61

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JANUARY 1st, 1961 to MARCH 31st, 1961.

R E F U S E D

"C"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JANUARY 1st, 1961 to MARCH 31st, 1961.

R E F U S E D

<u>UNION</u>	<u>COMPANY</u>	<u>REASON</u>
1. International Chemical Workers Union Local 679, Calgary, Alberta.	Western Canadian Seed Processors Ltd., Lethbridge, Alberta.	Not selected as bargaining agent by a majority of employees.
UNIT:	"All hourly paid employees including janitor, watchmen and shift foremen on salary without the authority to hire and fire, excluding office staff, steam engineers and those above the rank of foremen with authority to hire and fire."	
2. International Hod Carriers Building and Construction Laborers Union Local 92, Edmonton, Alberta	Industrial Leaseholds (Toronto)Ltd., Edmonton (Head Office Toronto)	Employer does not have employees within the juris- diction of Local 92.
UNIT:	Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vib- ratormen, grinder operators, jackhammermen, breakermen, pump tenders, tubularscaffolders- General laborers, powerbuggy operators, pipe layers (non-metallic). Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."	
3. International Union of Operating Engineers Local 703, Calgary, Alberta.	Canadian Industries Limited, Calgary, Alberta.	Unit not appropriate.
UNIT:	"Employees employed in the Maintenance department, namely, Mill Wrights & Machinists Motor Mechanics, Lead Burners Pipe Fitter Insulators, Pipe Fitters, Electricians Joiners and Helpers in the Department except Supervisors."	
4. Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, Calgary, Alberta.	Wallace Bros. Decorating Ltd., Calgary, Alberta.	Unit not appropriate.
UNIT:	"All Painters, Decorators, and Paperhangers, including Foremen and Apprentices, but excluding Management and Office Staff."	

- | | | |
|--|---|---|
| 5. International Association of Bridge,
Structural and Ornamental Iron
Workers Local 776, Edmonton, Alberta. | Tru-Cast Step
Co. Ltd.,
Edmonton,
Alberta. | Operate in
Calgary only
& has no
employees in
Edmonton. |
|--|---|---|

UNIT:

"All employees of the Company at the Shop in Edmonton, Alberta save and except office staff, watchmen and all employees engaged in field erection and/or installation work."

- | | | |
|--|--|------------------------|
| 6. United Brotherhood of Carpenters &
Joiners of America Local 2508,
Calgary, Alberta. | Armstrong Carl
(Canada) Ltd.,
Calgary, Alberta | Unit non-
existent. |
|--|--|------------------------|

UNIT:

"Foremen and all Employees employed on the application of insulation, accoustical and composition materials on building."

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JANUARY 1st, 1961 to MARCH 31st, 1961.

R E T U R N E D

"D"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JANUARY 1st, 1961 to MARCH 31st, 1961.

R E T U R N E D

UNION

COMPANY

REASON

- | | | | |
|----|--|--|--|
| 1. | International Association of
Bridge, Structural and Ornamental
Iron Workers Local 776, Edmonton,
Alberta. | Prestressed Concrete Ltd.,
Edmonton, Alberta. | No company
yet establish-
ed under this
name. |
|----|--|--|--|

THE ALBERTA LABOUR ACT

APPLICATIONS FOR AMENDMENTS TO CERTIFICATIONS

"E"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR AMENDMENTS TO CERTIFICATIONS

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. Red Deer Civic Employees Union, Local 417, Red Deer, Alberta.	City of Red Deer, Red Deer, Alberta.	Granted
2. International Molders and Foundry Workers Union of North America, Local 360, Calgary, Alberta	Barber Machinery Limited, Calgary, Alberta	Granted
3. National Union of Public Employees, Local No. 37, Calgary, Alberta	Town of Bowness, Bowness, Alberta.	Refused

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JANUARY 1st, 1961 to MARCH 31st, 1961.

C E R T I F I C A T I O N R E V O K E D

"F"

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JANUARY 1st, 1961 to MARCH 31st, 1961.

C E R T I F I C A T I O N R E V O K E D

UNION

COMPANY

Hotel and Restaurant Employees
and Bartenders International
Union Local 73, Lethbridge,
Alberta.

Royal Hotel Co. Ltd.,
Medicine Hat, Alberta.

UNIT:

"Beverage Room Employees, Waiters,
Glass Washers, Tapmen."

Hotel and Restaurant Employees
and Bartenders International
Union Local 73, Lethbridge,
Alberta.

Royal Hotel Co. Ltd.,
Medicine Hat, Alberta

UNIT:

"Clerks, House Keepers, Maids, Porters,
Handy Men, Bell Hop, Maintenance Men."

Beverage Dispensers, Hotel Service, Kingsway Restaurant
Culinary and Restaurant Employees Ltd., Edmonton,
Union Local 579, Edmonton, Alberta. Alberta.

UNIT:

"Covering all employees in the Dining
Lounge, Restaurant and Kitchen. Cooks,
Bakers, Pastry Cooks, General help,
waiters, waitresses, cashiers, dishwashers
and janitors. Excluding accountant,
private Secretary and Manager."

United Brotherhood of Carpenters Revelstoke Sawmill
and Joiners of America, Local Company Limited,
2508(Mill Workers) Calgary, Alberta. Calgary, Alberta.

UNIT:

"The Sawmill and yard employees."

5. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, Alberta. Edmonton Transit Mix and Supply Co. Ltd., Edmonton, Alberta

UNIT:

"All employees of the company excluding office staff and supervisory personnel with the right to hire and discharge."

6. Edmonton R. C. Separate School Employees Association Local Union 763, Edmonton, Alberta. Edmonton R. C. Separate School District No. 7, Edmonton, Alberta.

UNIT:

"All employees except superintendent, secretary treasurer, supervisors, teachers, office and clerical staff, and all those of or above the rank of supervisor."

THE ALBERTA LABOUR ACT

CONCILIATIONS

(Shown as Pending)

DECEMBER 31st, 1960.

"G"

C O N C I L I A T I O N S

(Shown as Pending)

DECEMBER 31st, 1960.

1st	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, and Dales Bros. Ltd., Edmonton, Alberta.	C. B. DAGG	PENDING
2.	Hotel and Restaurant Employees and Bartenders International Union, Local 73, and Cecil Hotel, Medicine Hat, Alberta.	A. FREY	PENDING
3.	Hotel and Restaurant Employees and Bartenders International Union, Local 73, and Royal Hotel, Medicine Hat, Alberta.	A. FREY	LAPSED
4.	Alberta Teachers' Association and Westlock School Division No. 37, Westlock, Alberta.	C. B. DAGG	SETTLED
5.	Alberta Teachers' Association and Lacombe School Division No. 56, Lacombe, Alberta.	C. B. DAGG	SETTLED
6.	International Union of Operating Engineers, Local 955, Edmonton, and certain members of the Alberta Roadbuilders Association, Heavy Construction. Addendum (shown as Addendum #4 of previous agreement).	J. B. ADAMS	CONCILIATION BOARD
7.	Bakery and Confectionery Workers International Union of America, Local 252, Calgary, and Picardy, Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
8.	Bakery and Confectionery Workers International Union of America, Local 252, Calgary and National System of Baking Ltd., Calgary, Alberta.	R. H. R. CLEMENT	CONCILIATION BOARD

9.	United Cement, Lime and Gypsum Workers International Union Local 382, Calgary and Summit Lime Works Ltd., Lethbridge, Alberta.	E. F. RODWELL	SETTLED
10.	International Union of Operating Engineers Local 955, Calgary and Mannix Co. Ltd., Calgary, Alberta.	E. F. RODWELL	SETTLED
11.	United Brotherhood of Carpenters and Joiners of America, Local 2508, Calgary and Atlas Lumber Company Limited and Revelstoke Sawmill Company Limited, Calgary, Alberta.	E. F. RODWELL	LAPSED
12.	National Union of Public Employees Local 715, and Drumheller Municipal Hospital No. 3., Drumheller, Alberta.	R. H. R. CLEMENT	SETTLED
13.	United Electrical Radio and Machine Workers of America and Camrose Tubes Ltd., Camrose Alberta.	J. B. ADAMS	CONCILIATION BOARD
14.	International Association of Machinists Local 1579 and Northwest Industries Ltd., Edmonton, Alberta.	J. B. ADAMS	CONCILIATION BOARD
15.	Oil, Chemical and Atomic Workers International Union Local 16-693 and Northwest Nitro-Chemicals Ltd. Medicine Hat, Alberta.	R. H. R. CLEMENT	SETTLED
16.	National Union of Public Employees Local 809 and Town of Brooks, Brooks, Alberta.	R. H. R. CLEMENT	SETTLED
17.	International Chemical Workers Union Local No. 465, Calgary, and Consolidated Mining and Smelting Company of Canada Limited, Calgary, Alberta.	E. F. RODWELL	CONCILIATION BOARD

18.	The Alberta Teachers' Association and Edson School Division No. 12, Edson, Alberta.	C. B. DAGG	SETTLED
19.	International Union of Operating Engineers Local 703, Calgary and Alberta Distillers Ltd., Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
20.	Alberta Teachers' Association and Stettler School District No. 1475, Stettler, Alberta.	C. B. DAGG	SETTLED

C O N C I L I A T I O N S

JANUARY 1st, 1961 to MARCH 31st, 1961.

"H"

THE ALBERTA LABOUR ACT

CONCILIATIONS

JANUARY 1st, 1961 to MARCH 31st, 1961.

<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
1. International Brotherhood of Electrical Workers Local Union No. 254, Calgary and The Consolidated Mining Company of Canada Limited, Calgary, Alberta.	E. F. RODWELL	PENDING
2. United Cement, Lime and Gypsum Workers Local Union No. 345, Calgary and Western Gypsum Products Limited, Calgary, Alberta.	E. F. RODWELL	SETTLED
3. United Glass and Ceramic Workers of North America and Alberta Clay Products Limited, Medicine Hat, Alberta.	E. F. RODWELL	WITHDRAWN
4. Alberta Teachers' Association and Lethbridge School Division No. 7, Lethbridge, Alberta.	R. H. R. CLEMENT	CONCILIATION BOARD
5. Bakery and Confectionery Workers Local 276, Edmonton and Dominion Stores Limited, Edmonton, Alberta (Head Office Calgary)	M. LEONARD	SETTLED
6. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America Local 514, Edmonton and the Town of Jasper Place, Jasper Place, Alberta.	T. GROTHEN	SETTLED
7. Alberta Teachers' Association and Taber School Division No. 6, Taber, Alberta.	R. H. R. CLEMENT	CONCILIATION BOARD
8. United Packinghouse Food and Allied Workers Local 661, Calgary and Ellison Milling and Elevator Co. Ltd., Lethbridge, Alberta.	E. F. RODWELL	SETTLED

DISPUTESCONCILIATORRESULT

- | | <u>DISPUTES</u> | <u>CONCILIATOR</u> | <u>RESULT</u> |
|-----|---|--------------------|--------------------|
| 9. | Amalgamated Association of Street Electric Railway and Motor Coach Employees of America Local 583, Calgary and the City of Calgary, Alberta. | R. H. R. CLEMENT | CONCILIATION BOARD |
| 10. | National Union of Public Employees Local No. 38 and the City of Calgary, Calgary, Alberta. | R. H. R. CLEMENT | PENDING |
| 11. | National Union of Public Employees Local 37, Calgary and the City of Calgary, Calgary, Alberta. | R. H. R. CLEMENT | CONCILIATION BOARD |
| 12. | City of Calgary Health Department Association Local No. 182, Calgary and The City of Calgary, Calgary, Alberta. | R. H. R. CLEMENT | PENDING |
| 13. | Civic Foremen's Association Local No. 709, N.U.P.E., and the City of Calgary, Calgary, Alberta. | R. H. R. CLEMENT | PENDING |
| 14. | International Association of Machinists Local 1722, Edmonton and Liberty Machine Works Ltd., Edmonton, Alberta. | J. B. ADAMS | SETTLED |
| 15. | Lethbridge and District Civic Employees Local Union No. 70, Lethbridge and Town of Fort Macleod, Fort Macleod, Alberta. | E. F. RODWELL | SETTLED |
| 16. | Alberta Teachers' Association and Cardston School Division No. 2, Cardston, Alberta. | R. H. R. CLEMENT | PENDING |
| 17. | International Chemical Workers Union Local 460, Calgary and Canadian Industries Limited, Calgary, Alberta. | E. F. RODWELL | CONCILIATION BOARD |
| 18. | International Brotherhood of Bookbinders Local No. 211 and certain members of the Calgary Graphic Arts Association as listed on Appendix "A". | E. F. RODWELL | PENDING |

DISPUTESCONCILIATORRESULT

- | <u>DISPUTES</u> | <u>CONCILIATOR</u> | <u>RESULT</u> |
|--|--------------------|--------------------|
| 19. Calgary Printing Pressmen and Assistants' Union Local No. 201, Calgary and certain members of the Calgary Graphic Arts Association as listed on Appendix "A". | E. F. RODWELL | PENDING |
| 20. International Typographic Union Local 447, Calgary and certain members of the Calgary Graphic Arts Association, as listed on Appendix "A". | E. F. RODWELL | CONCILIATION BOARD |
| 21. Alberta Teachers' Association Edmonton and County of Thorhild, Box 7, Thorhild, Alberta. | C. B. DAGG | SETTLED |
| 22. Lethbridge City Policemen's Association, Lethbridge and the City of Lethbridge, Lethbridge, Alberta. | E. F. RODWELL | SETTLED |
| 23. National Union of Public Employees Local 787, Edmonton and the City of Grande Prairie, Grande Prairie, Alberta. | E. C. KROGH | SETTLED |
| 24. Alberta Teachers Association and Macleod School Division No. 28, Gratum, Alberta. | R. H. R. CLEMENT | PENDING |
| 25. Alberta Teachers' Association and the Pincher Creek School Division No. 29, Pincher Creek, Alberta. | R. H. R. CLEMENT | SETTLED |
| 26. Alberta Teachers' Association and Banff School District No. 102, Banff, Alberta. | R. H. R. CLEMENT | SETTLED |
| 27. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Bekins Moving and Storage Company (Alberta) Limited, Calgary, Alberta. | E. F. RODWELL | PENDING |

	<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
28.	Bartenders and Culinary Workers International Union Local 172, and the Waldorf, Alexandra, Whitehouse, Macmine, Alberta, Midland and East Coulee Hotels.	R. H. R. CLEMENT	SETTLED
29.	National Union of Public Employees Local 812, Calgary and Crows' Nest Pass Municipal Hospital, Blairmore, Alberta.	E. F. RODWELL	SETTLED
30.	Alberta Teachers' Association and St. Albert School District No. 3., St. Albert, Alberta.	C. B. DAGG	PENDING
31.	National Union of Public Employees Local 366, Lethbridge and the City of Lethbridge, Lethbridge, Alberta.	E. F. RODWELL	SETTLED
32.	International Brotherhood of Bookbinders, Local 211, Calgary and Commonwealth Press Limited, Calgary, Alberta.	E. F. RODWELL	PENDING
33.	Calgary Printing Pressment and Assistants' Union Local No. 201, Calgary and Commonwealth Press Limited, Calgary, Alberta.	E. F. RODWELL	PENDING
34.	Calgary Typographical Union No. 449, Calgary and Commonwealth Press Limited, Calgary, Alberta.	E. F. RODWELL	PENDING
35.	International Brotherhood of Electrical Workers Local 254, Calgary, and Hume and Rumble Limited, Calgary, Alberta.	R. H. R. CLEMENT	PENDING
36.	Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America Local 569 and Diamond Bus Lines Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING

	<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
37.	International Union of Operating Engineers, Local 857, Edmonton and Royal Alexandra Hospital, Edmonton, Alberta.	C. N. LOBB	PENDING
38.	Hospital Employees Local Union No. 41, Edmonton and Royal Alexandra Hospital, Edmonton, Alberta.	C. N. LOBB	PENDING
39.	Beverage Dispensers' International Union Local 265, Calgary and :- Cascade Hotel Company Limited Banff, Alberta. King Edward Hotel Company Limited, Banff, Alberta.	R. H. R. CLEMENT	PENDING
40.	Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, Calgary and certain members of the Decorating Contractors Association as listed on Appendix "A".	E. F. RODWELL	PENDING
41.	United Brotherhood of Carpenters and Joiners of America Local 2508 and Con-Force Products Ltd., Calgary, Alberta.	E. F. RODWELL	PENDING
42.	Calgary Printing Trades Union Local No. 1, Calgary and The Calgary Herald, Calgary, Alberta.	R. H. R. CLEMENT	PENDING
43.	National Union of Public Employees Local 37, Calgary and Bowness School District No. 4590, Bowness, Alberta.	R. H. R. CLEMENT	PENDING
44.	Amalgamated Meat Cutters and Butcher Workmen of North America Local 312, Edmonton and Alberta Poultry Marketers Co-operative Ltd., Edmonton, Alberta.	C. N. LOBB	PENDING

	<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
45.	International Brotherhood of Bookbinders Local 188, Edmonton and certain members of the Canadian Graphic Arts Association (Edmonton Branch), as per Appendix "A".	J. B. ADAMS	PENDING
46.	Edmonton Typographic Union No. 604, Edmonton and certain members of the Canadian Graphic Arts Association (Edmonton Branch), as per Appendix "A".	J. B. ADAMS	PENDING
47.	Edmonton Printing Pressmen and Assistants' Union Local 255, and certain members of the Canadian Graphic Arts Association (Edmonton Branch), as per Appendix "A".	J. B. ADAMS	PENDING

SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

JANUARY 1st, 1961 to MARCH 31st, 1961.

"I"

SYNOPSIS OF SUCCESSFUL CONCILIATIONS

JANUARY 1st, 1961 to MARCH 31st, 1961.

1. Bakery and Confectionery Workers International Union of America, Local 252 and Picardy, Calgary, Alberta.

Conciliation Commissioner - R.H.R. Clement

The parties agreed to the following settlement:

1. Retroactive to August 24th, 1960 an increase of \$3.00 per week across the board.
2. A standard arrangement of a 5 day 40 hour work week as soon as possible.

The term of the contract to be for 1 year.

2. National Union of Public Employees, Local 720 and the Drumheller Municipal Hospital No. 3., Drumheller, Alberta.

Conciliation Commissioner - R.H.R. Clement

The parties agreed to the following Settlement:-

1. Effective January 1st, 1961 an increase of 4% across the board and effective January 1st, 1962 a further increase of 4% across the board.
2. Effective January 1st, 1961 a classification adjustment of \$5.00 per month affecting laundry staff only.
3. An allowance of \$5.00 per month was approved in the following cases.
 1. Night Orderly (Annual basis)
 2. Fireman (Six month basis)
 3. Orderly and fireman (Six month basis)
4. An arrangement for the provision of 12 days sick leave each year as from January 1st, 1961 with unused portion being accumulated to a maximum of 36 days.
5. Board and room to remain unchanged.

The term of the agreement to be for 2 years.

3. United Cement, Lime and Gypsum Workers International Union Local 382 and Summit Lime Works Ltd., Lethbridge, Alberta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. Effective November 1st, 1960 an increase of 6¢ per hour across the board, effective November 1st, 1961 an increase of 6¢ per hour across the board and effective November 1st, 1962 a further 6¢ per hour increase across the board.
2. Health and Welfare plan as suggested by the Company to be adopted.
3. Adjustment in call out pay.
4. Adjustment in seniority clause.
5. Other articles to remain as in old agreement.

The term of the agreement to be for 3 years.

4. International Union of Operating Engineers Local 955 and Mannix Co. Ltd., Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. **Nine** paid Statutory Holidays.
2. Effective December 7th, 1960 a 7¢ per hour increase, and effective April 1st, 1962 a further 8¢ per hour increase.
3. Company to provide adequate store for tools. The Company will also provide insurance covering tools required by the Company.

The term of the agreement from December 7th, 1960 to March 31st, 1962.

5. Oil, Chemical and Atomic Workers International Union Local 16-693, and Northwest Nitro-Chemicals Ltd., Medicine Hat, Alberta.

Conciliation Commissioner - R.H.R. Clement.

Agreement was reached on the points at issue as follows:-

1. Effective July 3rd, 1961 at 8:00 a.m.
conversion to a single rate plus a wage
increase of 5¢ per hour, in accordance with the
following schedule:-

Grade I

Start	after 3 months	Utility Rate
\$1.47	automatic	special
	\$1.52	\$1.57

Grade II

Start	after 6 months	after 12 months
\$1.64	automatic	automatic
	\$.69	\$1.74

Grade III

\$1.96

Grade IV

\$2.17

Grade V

\$2.39

2. Shift bonus 7¢ and 13¢ per hour for 2nd and 3rd shift.
3. 4 paid Statutory Holidays
4. Seniority after 90 accumulated days
5. Deduction of Union dues, assessments and initiation fees as determined by the Union shall continue until cancelled in writing by the employer to the Secretary Treasurer of the Union, who in turn will notify the Company in writing, but not more than 7 days prior to the anniversary of the existing agreement.
6. 2 men to be appointed by the Union from the Plant Inspection Committee to attend Central Safety Meeting each month.

The term of the agreement to be from December 1st, 1960 to June 30th, 1962, 19 months.

6. Alberta Teachers Association and the Stettler School District No. 1475, Stettler, Alberta.

Conciliation Commissioner - C. B. Dagg

The basis of the settlement was as follows:-

1. Salary Schedule

3000	3500	4000	4800	5100	5400
6x250	3x300	5x300	6x300	7x300	7x300
	4x200	3x200	4x200	3x300	3x200
	1x100				
4500	5300	6100	7400	7800	8100

2. Allowances for Special Certificates - \$100.00 per course.
3. Allowance for Administration and Supervision
Principal \$2000 per annum
Vice-Principal one half of the principal's allowance.
4. Cumulative Sick Leave
Maximum of 125 days of unused portion of a statutory sick leave.

The term of the agreement to be for 1 year.

7. National Union of Public Employees, Local 809 and Town of Brooks, Brooks, Alberta.

Conciliation Commissioner - R.H.R. Clement

The parties agreed to the following:-

1. Effective January 1st, 1961 an increase of 2¢ per hour across the board.
Provision for re opener clause for wages only on March 31st, 1961.
2. Nine paid Statutory Holidays
3. Sick leave of 1 day per month with pay, to accumulate to a maximum of 30 days.
4. Maintenance of membership
5. A forty-four hour week and an 8 hour day.
Monday to Friday 4 hours on Saturday.
6. M.S.I. on a 50-50 basis.

The term of the agreement to be for 1 year.

8. United Cement, Lime and Gypsum Workers Local Union 345 and Western Gypsum Products Limited, Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. (a) Effective November 1st, 1960 an across the board increase of 8¢ per hour to all employees.
(b) Take-off man's rate increased by an additional 5¢ per hour.
(c) Knifeman's rate increased by an additional 3¢ per hour.
2. Employees performing work on second shift to receive a premium of 7¢ per hour and employees performing work on third shift to receive a premium of 8¢ per hour.

The term of the agreement to be for 2 years.

9. International Union of Operating Engineers Local 703 and Alberta Distillers Limited, Calgary, Alberta.

Conciliation Commissioner - R.H.R. Clement

The parties agreed to the following settlement:-

1. Effective January 1st, 1961 an increase of 20¢ per hour.
2. 3 weeks vacation after 8 years of service with the company. The third week to be taken in the spring by arrangement.

The term of the contract to be for 1 year.

10. Alberta Teachers' Association and Edson School Division No. 12, Edson, Alberta.

Conciliation Commissioner - C.B. Dagg

The basis of the agreement was as follows:-

1. Salary Grid

2900	3400	3900	4700	5100	5300
10x150	10x200	10x220	10x250	10x250	10x260
4400	5400	6100	7200	7600	7900

The term of the agreement to be for 1 year

11. Alberta Teachers Association and the Westlock School Division
No. 37, Westlock, Alberta.

Conciliation Commissioner - C. B. Dagg

The parties agreed to the following:-

1. Salary Grid:-

2900	3400	3900	4600	4900	5200
6x200	7x200	10x200	5x300	5x300	6x300
3x100	3x100	1x100	6x200	6x200	5x200
4400	5100	6000	7300	7600	8000

The term of the agreement to be for 1 year.

12. Alberta Teachers Association and the Lacombe School Division
No. 56, Lacombe, Alberta.

Conciliation Commissioner - C. B. Dagg

The basis of the settlement was:-

1. Salary Grid:-

2900	3500	4000	4700	5100	5500
3x300	4x300	4x300	5x300	5x300	5x300
3x200	3x200	4x200	6x200	6x200	5x200
					1x100
4400	5300	6100	7400	7800	8100

2. Cumulative sick leave to a maximum of 180 days
excluding the statutory 20 days.

The term of the agreement to be for 1 year.

13. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and
Helpers of America Local 514, Edmonton and the Town of Jasper Place,
Jasper Place, Alberta.

Conciliation Commissioner - T. T. Grothen

The parties have agreed to the following settlement:

1. Vacations and hours of work to remain as they
are in the present agreement.
2. Adjustments in various classifications

The term of the agreement to be for 1 year.

14. Lethbridge and District Civic Employees Local Union 70 Lethbridge and
the Town of Fort McLeod, Fort McLeod, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. Three weeks vacation after 10 years of service.
2. Effective January 1st, 1961 an increase of 6¢
per hour across the board.

The term of the agreement to be for 1 year.

15. United Packinghouse, Food and Allied Workers Local 661, Calgary and Ellison Milling and Elevator Co. Ltd., Lethbridge, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

- 1. Effective January 1st, 1961 an increase of 7½¢ per hour across the board. 2½¢ of this amount is to be placed in a fund for eventual distribution to low classifications. Effective January 1st, 1962 a further increase of 6¢ per hour across the board.
- 2. An increase in shift differentials from 3¢ and 5¢ per hour to 5¢ and 7¢ per hour.
- 3. An increase of 10¢ per hour on starting rate and a reduction from 60 days to 30 days on periods.

	<u>Old Arrangement</u>	<u>New Arrangement</u>
Male	First 60 days \$1.13	First 30 days \$1.23
	Second 60 days \$1.18	Second 30 days \$1.28
	Third 60 days \$1.23	Third 30 days \$1.33
	Thereafter according to job classification.	
Female	First 60 days .83	First 30 days .93
	Second 60 days .88	Second 30 days .98
	Third 60 days .93	Third 30 days \$1.03
	Thereafter according to job classification	

The term of the agreement to be for 2 years.

16. Alberta Teachers' Association and the County of Thorhild No. 7, Thorhild, Alberta.

Conciliation Commissioner - C. B. Dagg

The parties agreed to the following settlement:-

1. Salary Grid:

2900	3300	3900	4700	5000	5300
7x200	3x300	5x300	1x400	2x400	3x400
1x100	5x200	3x200	7x300	6x300	5x300
4400	5200	6000	7200	7600	8000

The term of the agreement to be for 1 year.

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Dear Sir,
I have the honor to acknowledge the receipt of your letter of the 10th inst. in relation to the above matter.

I am sorry to hear that you are not satisfied with the results of the examination.

I have been very careful to see that the examination was conducted in accordance with the regulations.

I am sure that the results are correct and that the examination was fair.

I am sorry that you are not satisfied with the results of the examination.

I am sure that the results are correct and that the examination was fair.

I am sorry to hear that you are not satisfied with the results of the examination.

I have been very careful to see that the examination was conducted in accordance with the regulations.

17. Bakery and Confectionery Workers International Union of America
Local 276, Edmonton and Dominion Stores Limited, Edmonton, Alberta.

Conciliation Commissioner - M. Leonard

The parties agreed to the following settlement:-

1. Effective November 1st, 1960 an increase of \$3.00 per week across the board, effective June 1st, 1961 an increase of \$1.00 per week across the board and effective November 1st, 1961 an increase of \$2.00 per week across the board.
2. 2 weeks vacation after 1 years service and 3 weeks vacation after 10 years.

The term of the agreement to be for 2 years.

18. International Association of Machinists Lodge 1722 and Liberty
Machine Works Limited, Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties agreed to the following settlement:-

1. Effective September 1st, 1960 a $2\frac{1}{2}\phi$ per hour increase, effective February 1st, 1961 a $2\frac{1}{2}\phi$ per hour increase, and effective May 1st, 1961 a further $2\frac{1}{2}\phi$ per hour increase.

The term of the agreement to be for 1 year.

19. National Union of Public Employees Local 787 and the City of
Grande Prairie, Grande Prairie, Alberta.

Conciliation Commissioner - E. C. Krogh

The parties agreed to the following settlement:-

1. Employees shall be paid straight time pay at their prevailing wage rate for Statutory Holidays not worked, and should they be required to work they will receive time and one half their regular wage rate.
2. An employee shall be entitled to 12 days sick leave per year accumulative to sixty days.
3. Vacations with pay and classifications to remain as they were in the old agreement.

The term of the agreement to be for two years.

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5. The fifth part of the paper is devoted to a

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20. Lethbridge Police Association and the City of Lethbridge, Lethbridge, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. Effective January 1st, 1961, increases ranging from \$5.00 per month to 34.00 per month.
2. Service pay of \$5.00 per month every 5 years beginning after 10 years service.
3. A lunch period of 30 minutes included in the 8 hour working shift.

The term of the agreement to be for 1 year.

21. Alberta Teachers' Association and St. Albert School District No. 3, St. Albert, Alberta.

Conciliation Commissioner - C. B. Dagg

The basis of the agreement was as follows:-

1. Salary Grid

3050	3450	3850	4700	4900	5200
10x150	9x200	2x250	2x300	2x300	9x300
		8x200	8x250	8x250	1x100
4550	5250	5950	7300	7500	8000

2. Cumulative Sick Leave Maximum of 120 days.

The term of the agreement to be for 2 years.

22. National Union of Public Employees Local 812, Coleman and Crow's Nest Pass Municipal Hospital, Blairmore, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. Rand Formula
2. Employees after 1 years service shall be entitled to two weeks sick leave with pay. Employees after 5 years service shall be entitled to 3 weeks sick leave with pay.
3. 9 Statutory Holidays.
4. 2 weeks vacation after 1 year.
5. Hours of work to be 8 hours per day 40 hours per week.
6. Effective January 1st, 1961 an increase of \$15.00 per month to all employees except Bus Drivers who will receive \$25.00 per month. Effective January 1st, 1962 a further across the board increase of 4%.

The term of the agreement to be for 2 years.

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23. Alberta Teachers' Association and the Banff School District
No. 102, Banff, Alberta.

Conciliation Commissioner - R. H. R. Clement

The terms of settlement are as follows:-

1. Salary Grid:

1960 - 1961 stage

3000	3500	4100	4800
7x200	10x180	10x210	10x240
1x100			
4500	5300	6200	7200

1961 - 1962 stage

3000	3500	4100	4800	5000	5200
8x200	9x200	10x220	10x260	10x 260	10x260
4600	5300	6300	7400	7600	7800

2. Each teacher shall receive a pro-rata allowance based on the differential between additional University Courses.

The term of the agreement to be for 2 years.

24. National Union of Public Employees Local 366 and the City of
Lethbridge, Lethbridge, Alberta.

Conciliation Commissioner - E. F. Rodwell

The basis of settlement was:-

1. Adjustments in contract language.
2. Effective January 1st, 1961 a 4% increase based on 1960 wage rates with automatic step increases for employees whose anniversary falls in January 1961. Employees whose anniversary date occurs after January 1961 will be given their increment on merit rating which will be checked by a committee.
3. Job evaluation and merit system to be carried out during this agreement.

The term of the agreement to be for 2 years.

25. International Typographical Union Local 449 and Commonwealth Press Limited, Calgary, Alberta;

Conciliation Commissioner - E. F. Rodwell

Items in dispute have been settled as follows:-

1. Effective February 15th, 1961 a weekly increase of \$4.00 for 40 hour work week as at present.
Effective February 15th, 1962 a weekly increase of \$2.00 for $38\frac{3}{4}$ hour work week.
2. 3 weeks vacation after 10 years service.
3. One declared civic Holiday shall be granted with pay.

The term of the agreement to be for 2 years.

26. Calgary Printing Pressmen and Assistants Union No. 201 and Commonwealth Press Limited, Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell

Items in dispute have been settled as follows:-

1. Effective February 15th, 1961 a weekly increase of \$4.00 for 40 hour work week as at present.
Effective February 15th, 1962 a weekly increase of \$2.00 for $38\frac{3}{4}$ hour work week.
2. 3 weeks vacation after 10 years service
3. One declared civic Holiday shall be granted with pay.

The term of the agreement to be for 2 years.

27. International Brotherhood of Bookbinders Local 211 and Commonwealth Press Limited, Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell

Items in dispute have been settled as follows:-

1. Effective February 15th, 1961 a weekly increase of \$4.00 for 40 hour work week as at present.
Effective February 15th, 1962 a weekly increase of \$2.00 for $38\frac{3}{4}$ hour work week.
2. 3 weeks vacation after 10 years service.
3. One declared civic holiday shall be granted with pay.

The term of the agreement to be for 2 years.

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28. Bartenders and Culinary Workers International Union Local 172,
Drumheller and the:

Alexandra Hotel - Drumheller
Whitehouse Hotel - Drumheller
Waldorf Hotel - Drumheller
Midland Hotel - Midlandvale
Nacmine Hotel - Nacmine
Alberta Hotel - Rosedale
East Coulee Hotel - East Coulee

Conciliation Commissioner - R.H.R. Clement

The parties agreed to the following:-

1. Retrocative to November 1st, 1960 an increase of \$1.50 per week for tapmen and \$1.00 per week for waiters. Effective November 1st, 1961, a further increase of \$1.50 per week for tapmen and \$1.00 per week for waiters. An increase of 5¢ per hour to all sparemen from current date.

The term of the agreement to be for 2 years.

29. Alberta Teachers' Association and the Pincher Creek School Division
No. 29, Pincher Creek, Alberta.

Conciliation Commissioner - R.H.R. Clement

The parties agreed to the following settlement:-

1. Salary Grid:-

2900	3400	3900	4600	4900	5200
8x200	9x200	1x300	4x300	4x300	4x300
		9x200	2x250	2x250	2x250
			5x200	4x200	5x200
4500	5200	6000	7300	7500	7900

2. Supervision Allowance:-
First 5 rooms at \$125.00, next 5 rooms at \$100.00,
next 5 rooms at \$75.00 to a maximum of \$1500.00

The term of the agreement to be for 1 year.

CONCILIATION BOARD AWARDS

FROM

JANUARY 1st, 1961 to MARCH 31st, 1961.

" J "

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a
dispute between the International Association
of Machinists Local 1579 and Northwest Industries
Limited, Edmonton.

A W A R D

The Conciliation Board appointed by Order-in-Council No. 278/61 dated February 20th, 1961, held meetings with representatives of the parties to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. LUCIEN MAYNARD, Q.C. Chairman.

MR. H.W.J. MADDISON, Member, representing the Employer.

MR. DAVID GRAHAM, Member, representing the Union.

Appearing before the Board were:-

For the Employer

Mr. W. Murphy

Mr. Douglas Irwin

For the Union

Mr. J. MacMillan, National Rep.

Mr. Norm Beyanson

Mr. Frank Jackson

Mr. Dave Wicks

The issues in dispute which were referred to the Conciliation Board were:

1. Article IV - Holidays
2. Article V - Vacations with pay
3. Article VI - Seniority
4. Article XII - Wages

1. ARTICLE IV - Holidays

The Conciliation Board unanimously recommends that the union's offer to work on the August Civic holidays be accepted by the Company.

2. ARTICLE V - Vacations with Pay

The Board recommends unanimously that the agreement make provision for the following holidays:

- (a) Two weeks vacation with pay after one year of service.
- (b) Three weeks vacation with pay after 15 years of service.

3. ARTICLE VI - Seniority and Classifications

(a) The Board unanimously recommends that the Company recognize in principle a ratio of 1-5-2-1-1-1 and that this ratio be maintained as much as possible and that before the next expiry date of the contract both parties endeavour to work out a practical formula to be included in the next contract.

(b) That the union's request for bumping to be limited to a drop of one grade only be inserted in the Agreement.

4. ARTICLE XII - Wages

After taking into consideration the following factors, namely:

- (a) The average rates paid throughout Canada in plants doing similar work to that performed by Northwest Industries Limited in Edmonton;
- (b) The general competitive position throughout Canada of industries similar to Northwest Industries Limited;
- (c) The earnings of Northwest Industries Limited for the year 1960;
- (d) The existing recession and acute unemployment situation not only throughout Canada but also in the Edmonton area;

The majority of the Board recommends no further increase in wages beyond the increases provided in the adoption of the 1-5-2-1-1-1 ratio and the increased provision for vacations with pay recommended above.

The Conciliation Board unanimously wishes to express its appreciation for the briefs submitted by both parties and the assistance given the Board by the representatives of both parties.

DATED at Edmonton, Alberta this 20th day of March, 1961.

ALL OF WHICH IS RESPECTFULLY SUBMITTED.

(Signed) LUCIEN MAYNARD, C.C.,
Chairman

(Signed) H.W.J. MADDISON,
Member

(Signed) DAVID GRAHAM,
Member
I concur with this report
with the exception of Article
XII - Wages. Minority Report
submitted.

IN THE MATTER OF THE ALBERTA LABOUR ACT AND A
DISPUTE BETWEEN THE INTERNATIONAL ASSOCIATION
OF MACHINISTS, LOCAL 1579, AND NORTHWEST INDUSTRIES
LIMITED, EDMONTON, ALBERTA.

TO THE HONOURABLE RAYMOND REIERSON
MINISTER OF LABOUR
GOVERNMENT OF THE PROVINCE OF ALBERTA.

A MINORITY REPORT IN THE DISPUTE
Between
Northwest Industries and the International Association of
Machinists, Local No. 1579

Submitted by:- D. Graham, Member of the Conciliation Board

In view of the fact that in Alberta the average hourly earnings for all industry is the third highest in Canada, being only superseded by the provinces of British Columbia and Ontario, also that similar industries in Alberta are paying much higher rates than prevails in Northwest Industries, for example:- Canadian Pacific Western Airlines while taking a tremendous loss on their airline operations are still paying maintenance journeyman \$2.38 per hour as compared with \$2.01 per hour at Northwest Industries a differential of .37¢ cents per hour. Canadian Pacific Air Repair in Calgary doing similar work the majority of which is on contract for the Defence Dept. of the Federal Govt. their journeyman rate is \$2.39 per hour a differential of .38¢ cents per hour.

Considering the competition most frequently quoted by Northwest Industries, Bristol Aircraft of Winnipeg; their journeyman rates including fringe benefits not paid by Northwest Industries and which would have to be taken into consideration on all competitive bids as cost items is .12¢ cents per hour above journeyman rates in Northwest Industries. This despite the fact that average weekly wages in Manitoba is \$5.83 per week less or 14.5 cents per hour below the rates paid in the Province of Alberta. (Source January Labour Gazette).

Journeyman sheet metal worker in the Province of Alberta, in other industry requiring almost the same skill receives \$2.85 per hour, a disparity of .83¢ cents per hour.

On the basis of the above facts the Union requests for a .30¢ per hour increase is not unrealistic, but in the interest of harmony and good relationship between the Union and the Company I would recommend a minimum increase of 15¢ cents per hour to all employees on a one year contract.

Respectfully submitted,

(Signed) D. Graham, Member of the
Conciliation Board.

TO:

The Honourable R. Reiersen,
Minister of Labour,
EDMONTON, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a
dispute between the Red Deer Typographical
Union No. 870, and The Red Deer Advocate Limited,
Red Deer, Alberta.

The Conciliation Board appointed by Order-in-Council No.
52/61 dated Tuesday, January 10th, 1961, held meetings in Red Deer, Alberta,
with representatives of the parties to the dispute.

The Members of the Conciliation Board were:-

MR. DARREL J. SHERIDAN Chairman
MR. ARTHUR ALLEN Representing the
Union
MR. J. W. BEAMES Representing the
Company

The issues in dispute which were referred to the Conciliation
Board were:-

1. Clause 2 - Jurisdiction.
2. Clause 11A - Apprenticeship Ratio.
3. Clause 38 - Dismissal.
4. Clause 42 - Sick Pay.
5. Clause 6 - Wages.

In accordance with Order-in-Council 52/61 the Conciliation
Board has heard argument from both parties to the dispute. All effort has
been made to bring about an agreement between the parties but such agreement
has not been reached.

The main point at issue is Clause 2 of the proposed agreement.
Clauses 6, 11A, 38 and 42 have been unconditionally agreed to by the Red
Deer Advocate Limited and agreed to by the Union on the condition that
agreement could be reached on Clause 2. The recommendations will, therefore,
be set out in two parts.

Part I

It is recommended that Clause 2 read as follows:

The jurisdiction of the Union begins with the markup of copy and continues until the finished product is ready for delivery to the customer, and the appropriate collective bargaining unit consists of all employees performing any such work.

Should the Union for any reason whatsoever, be unable at any time, to provide the number of competent journeymen called for by the Employer, who are members of the Union to efficiently carry on the work under jurisdiction, the Employer shall have the right to employ such additional journeymen as may be necessary to carry on such operations in an efficient manner. If such journeymen are not members of the Union or an allied craft union then

- (a) such journeymen, before being employed, shall apply to the Union for membership therein, and obtain therefrom a work permit to work at such employment and shall become a member of the Union within 30 days of the date they are hired, and
- (b) should such journeymen fail to become a member of the Union within 30 days, for any reason whatsoever, the said journeymen shall forthwith be discharged by the Employer.

Part II

Clauses 6, 11A, 38 and 42 are recommended, as tentatively agreed to by the parties as follows:-

Clause 6

From November 1, 1960 to April 30, 1961, the hourly rate of wages to be paid journeymen will be not less than \$2.25 per hour. From May 1, 1961 to October 31, 1961, the rate will be not less than \$2.30 per hour. From November 1, 1961, to October 31, 1962, the rate will be not less than \$2.40 per hour.

Clause 11A

One apprentice shall be allowed for the first three journeymen and one additional apprentice shall be allowed for each seven additional journeymen.

Clause 38

Any member who has been discharged and believes the discharge unjustified, shall have the right to appeal to the chapel. Either party may appeal from the decision of the chapel to the local union.

Paragraph (a) to be removed.

Clause 42

To be removed.

ALL of which is respectfully submitted,

DATED at Red Deer, Alberta, this 1st day of February, 1961.

(Signed) - DARREL J. SHERIDAN, Chairman,
Conciliation Board

(Signed) - ARTHUR ALLEN, Member,
Conciliation Board

(Signed) - J. W. BEAMES, Member,
Conciliation Board

TO:

The Honourable R. Reiersen,
Minister of Labour,
Administration Building,
Edmonton, Alberta.

Dear Sir:

IN THE MATTER OF The Alberta Labour Act
and a dispute between the International
Union of Electrical, Radio and Machine
Workers, Local Union 586, and Automatic
Electric (Canada) Limited, Lethbridge,
Alberta.

Pursuant to the provisions of The Alberta Labour Act, the
Conciliation Board established to deal with the dispute between the above-
named parties, and appointed by Order-in-Council No. 53/61 convened to hear
representations from the parties to the dispute.

The members of the Conciliation Board were:-

MR. IRWIN A. BLACKSTONE	- Chairman
MR. J. T. HAIBECK	- Representing the Employer
MR. A. MILROY	- Representing the Union

Appearing before the Board were:-

<u>For the Employer</u>	<u>For the Union</u>
W. E. Huckvale, Q. C.	Mr. H. Haddaway
John G. Kerfoot	Miss I. Loxton
Cecil R. Jahrig	Miss J. Bobinec

After considering the evidence and the briefs submitted,
the Conciliation Board unanimously makes the following recommendations:-

1. Hours of Work

The normal work week shall apart from overtime, consist of
forty hours per week comprised of five eight hour days Monday to Friday in-
clusive, PROVIDED THAT up to 10% of the hourly rated work force may be required
to work Tuesday to Saturday inclusive, instead of Monday to Friday inclusive.

2. Wages

Female Operators

Starting rate	\$.90¢ per hour
After three months.	\$1.00 per hour
After six months	\$1.05 per hour
After Twelve months.	\$1.10 per hour
After eighteen months.	\$1.15 per hour
After twenty-four months	\$1.20 per hour

Cont'd....

Female Inspectors and Utility Girls

Starting rate. \$1.20 per hour or
10¢ above the female operator rate,
whichever is the greater.

After twelve months. \$1.25 per hour

After eighteen months. \$1.30 per hour

After twenty-four months \$1.40 per hour

Classified Males

Starting rate. \$1.20 per hour

After three months \$1.25 per hour

After six months \$1.40 per hour

After twelve months. \$1.45 per hour

After eighteen months \$1.50 per hour

After twentyfour months \$1.60 per hour

All increases to be granted according to anniversary date of the employees concerned, the policy now being carried out by the Company.

3. Union Security

(A) It is recommended that for the first year of the agreement, that is, from January 1st, 1961 to December 31st, 1961 the following provisions be incorporated in the agreement:-

"(1) Each employee may sign a check-off application authorizing the assignment of an amount of earnings equal to the current constitutional union dues, to be deducted by the company and remitted to the Union within fifteen days after first pay day in each month, together with a statement of the name and amounts so deducted. Authorizations in effect at the inception of this agreement or thereafter received are irrevocable during the life of the agreement."

"(2) The Company upon receiving such written authority from an employee, obtained from the Union shall deduct such sums and supply such information as is set forth above."

(B) It is recommended that during the second year of this agreement, that is, from January 1st, 1962 to December 31st, 1962 the following provisions be incorporated under this heading rather than paragraphs (A) (1) and (2) above:-

"(1) Each month during the second year of this agreement, the Company shall, as a condition of each employee's continued employment once he has completed his probationary period, deduct from the earnings accumulated to the credit of such employee an amount equal to the current constitutional dues and shall together with a detailed list of such collections remit same by cheque, payable to the order of the Union, to the financial secretary or other designated union official, before the twenty-ninth of each month. The said amounts shall be accepted by the Union as the current monthly dues of those employees who are or shall be members of the Union, and the amounts so deducted from non-members of the Union shall be treated as their contribution towards the expenses of maintaining the Union."

Cont'd....

"(2) IT IS UNDERSTOOD AND AGREED that the Union will save the Company harmless from any and all claims which may be made against it by an employee or employees for amounts deducted from earnings as herein provided."

4. Duration of Agreement

This agreement shall remain in force and effect for a period of two years from January 1st, 1961.

DATED at Calgary, Alberta, this 21st day of February, A. D. 1961.

(Signed)- IRWIN A. BLACKSTONE, Chairman

(Signed)- J. T. HAIBECK, Member

(Signed)- A. MILROY, Member

TO:-

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a
dispute between the National Union of Public
Employees, Local 800, Edmonton, and the City of
Camrose, Camrose, Alberta.

The Conciliation Board consisting of Mr. H. F. Macdonald,
Chairman, Mr. E. G. Mohler and Mr. Wm. N. Gray, Members, appointed by Order-
in-Council No. 1813/60 in connection with the aforesaid dispute makes the
following Award:-

1. The Conciliation Board met with the parties to the dispute
on 12th December, 1960, 16th January, 1961, and 17th January, 1961.

2. Representing the parties:-

For the City of Camrose

Alderman W. Wilson
Mr. James Lamb, City Supt.
Mr. Boyd Lindbery, City Foreman.
Mr. Russel Smith, City Clerk.

For Local 800, N.U.P.E.

Mr. L. Lancaster, Rep. N.U.P.E.
Mr. J. King, Local 800.
Mr. C. Herrington, Local 800.

3. The Board considered wage rates paid by major employers in the
Camrose area, by Municipal Employers in the Province of Alberta and Municipal
Employers in the Prairie Provinces.

4. The Board considered submissions made and material presented by
the parties in relations to the matters in dispute generally.

The Board makes the following Unanimous Award:-

1. HOURS OF WORK

In the opinion of the Conciliation Board the parties should
agree upon a working week of 44 hours to be worked in the course of five days
during the months of May to September inclusive, and to be worked during 5½
days during the months of October to April inclusive. During the course of
negotiations both parties expressed their approval of this section of the Award.

2. CONTRACTING OUT WORK

In view of the policy of the City as outlined by its
representatives at these proceedings, it is the opinion of the Board that this
matter need not concern the Union during the term of the suggested agreement.
Therefore, in the opinion of the Board the parties should make no reference to
contracting out work in their contract.

During the course of negotiations both parties expressed their
approval of this Section of the Award.

DURATION AND TERMINATION

In view of the dates of the fiscal year of the City which are not subject to change by these parties and in view of the fact that negotiations between the parties commenced prior to July 1st, 1960, in the opinion of the Board the parties should enter into a contract commencing 1st July, 1960, and terminating 31st, December, 1961. During the course of negotiations both parties expressed their approval of this section of the Award.

COMMENT

With relation to Hours of Work, Contracting Out Work and Duration and Termination, this Award adopts the position taken by the City prior to commencement of these proceedings. These sections of the Award were approved by both parties.

Throughout these proceedings the representatives appearing on behalf of both parties were co-operative and helpful and appeared to the Board to be expending their best efforts towards effecting settlement.

DATED at the City of Camrose in the Province of Alberta, this 17th day of January, 1961.

(Signed) - H. F. MACDONALD, Chairman,
Conciliation Board

(Signed) - WM. N. GRAY, Member,
Conciliation Board

(Signed) - E. G. MOHLER, Member,
Conciliation Board.

WAGES

At the beginning of these proceedings the parties suggested the following wage scales:-

City

Grade I -Maintenance Utility man	\$240 Month	-1st Yr.	This grading for routine
	250 "	-2nd Yr.	maintenance work under
	260 "	-3rd Yr.	supervision of a foreman. (Expected to look after 2 or 3 casual help if necessary.)
Grade II -Maintenance Utility man	\$260 Month	-1st Yr.	This grading for more technical
	270 "	-2nd Yr.	maintenance work such as
	280 "	-3rd Yr.	grader operator, sewage dis- posal plant and lift station operational duties.
Grade III-Maintenance Utility man	\$280 Month	-1st Yr.	This grading for higher
	290 "	-2nd Yr.	technical duties and foreman.
	300 "	-3rd Yr.	
	Casual labour	\$1.36 per hr.	
	Casual Equipment Operator	\$1.50 per hr.	

Union

Grade I -	\$250 Month - 1st Yr.	Permanent Labourer.
	260 " - 2nd Yr.	
	270 " - 3rd Yr.	
Grade II -	\$270 Month - 1st Yr.	Gravedigger, Ditchdigger,
	280 " - 2nd Yr.	Paper Picker, Truck Drivers
	290 " - 3rd Yr.	and Light Equipment.
Grade III -	\$275 Month - 1st Yr.	Heavy Equipment Operators
	285 " - 2nd Yr.	
	295 " - 3rd Yr.	
Grade IV -	\$290 Month - 1st Yr.	
	300 " - 2nd Yr.	
	310 " - 3rd Yr.	
	Casual Labour	\$1.45 per hr.
	Casual Equipment Operator	\$1.59 per hr.

In the opinion of the Board the parties should adopt the system of Classifications suggested by the City and set out above.

Messrs. Macdonald and Gray make the following Award on Wages:-

Grade I -	\$250 Month - 1st Yr.
	260 Month - 2nd Yr.
	270 Month - 3rd Yr.
Grade II -	\$270 Month - 1st Yr.
	280 Month - 2nd Yr.
	290 Month - 3rd Yr.
Grade III -	\$290 Month - 1st Yr.
	300 Month - 2nd Yr.
	310 Month - 3rd Yr.
	Casual Labour \$1.40 per hr.
	Casual Equipment Operator \$1.51 per hr.

COMMENTS

With relation to wages, this Award suggests a position somewhere between that adopted by the City and that adopted by the Union prior to commencement of these proceedings. The Union expressed approval of the Minority recommendations of this report concerning wages and the City maintained its original position. In sum, therefore, the Union agreed to adopt three of the four proposals made by the City and agreed to move part way in the case of the fourth proposal whereas the City refused to change its stand on any of the four proposals.

In the opinion of Messrs. Macdonald and Gray therefore, the City Council adopted, prior to the commencement of these proceedings, a firm policy which it was not prepared to change and, therefore, in effect took part in these proceedings with no genuine intention to bargain. Mr. Mohler does not concur in the views expressed in this paragraph.

(Signed) H. F. MACDONALD, Chairman,
Conciliation Board.

(Signed) WM. N. GRAY, Member,
Conciliation Board.

THE ALBERTA LABOUR ACT

V O T E S

ON SELECTION OF A

BARGAINING AGENT

JANUARY 1st, 1961 to MARCH 31st, 1961.

"K"

V O T E S

ON SELECTION OF

BARGAINING AGENT

JANUARY 1st, 1961 to MARCH 31st, 1961.

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
International Woodworkers of America, Local 1-207, Edmonton, Alberta.	George Moreau, Hinton, Alberta.	Voted for
Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton, Alberta.	Northern Alberta Dairy Pool Limited (Wetaskiwin Plant) Wetaskiwin, Alberta.	Voted for

THE ALBERTA LABOUR ACT

V O T E S

ON

CONCILIATION BOARD AWARDS

JANUARY 1st, 1961 to MARCH 31st, 1961.

"L"

THE ALBERTA LABOUR ACT

V O T E S

O N

CONCILIATION BOARD AWARDS

JANUARY 1st, 1961 to MARCH 31st, 1961.

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. National Union of Public Employees Local 800, Camrose, Alberta.	City of Camrose, Camrose, Alberta.	Employees Accepted Employer Rejected
2. Red Deer Typographical Union No. 870, Red Deer, Alberta.	Red Deer Advocate Limited, Red Deer, Alberta.	Employees Accepted Employer Accepted
3. International Union of Electrical, Radio and Machine Workers, Lethbridge, Alberta.	Automatic Electric (Canada) Limited, Lethbridge, Alberta.	Employees Accepted Employer Rejected.
4. International Association of Machinists Local 1579, Edmonton, Alberta.	Northwest Industries Limited, Edmonton, Alberta.	Employees Rejected Employer Accepted

THE ALBERTA LABOUR ACT

V O T E S

ON

STRIKE ACTION

JANUARY 1st, 1961 to MARCH 31st, 1961.

"M"

V O T E S

STRIKE ACTION

JANUARY 1st, 1961 to MARCH 31st, 1961.

UNION

COMPANY

RESULTS

1.	National Union of Public Employees Local 800, Camrose, . Alberta.	City of Camrose, Camrose, Alberta.	Employees voted for
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THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

JANUARY 1st, 1961 to MARCH 31st, 1961.

"N"

V O T E S

REVOCATION OF CERTIFICATION

JANUARY 1st, 1961 to MARCH 31st, 1961.

	<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local No. 579, Edmonton, Alberta.	Kingsway Restaurant Ltd., Edmonton, Alberta.	Employees voted for
2.	United Brotherhood of Carpenters & Joiners of America Local No. 2508, Calgary, Alberta.	Revelstoke Sawmill Company Limited, Calgary, Alberta.	Employees voted for
3.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America Local 514, Edmonton, Alberta.	Edmonton Transit Mix & Supply Co. Ltd., Edmonton, Alberta.	Employees voted for

THE ALBERTA LABOUR ACT

TRANSFERS OF JURISDICTION

JANUARY 1st, 1961 to MARCH 31st, 1961.

I S S U E D

"O"

JAN 7 8 1964

THE ALBERTA LABOUR ACT

CERTIFICATES AMENDED UNDER REGULATION NO. 1

JANUARY 1st, 1961 to MARCH 31st, 1961.

I S S U E D

Northern Plywoods Ltd., Grande Prairie, Alberta.

FROM: United Brotherhood of Carpenters & Joiners
of America Local 2972, Grande Prairie, Alberta.

TO: United Brotherhood of Carpenters & Joiners
of America Local 2277, Grande Prairie, Alberta.

UNIT: "All employees of the plant and yard
excluding office staff and those with the
power to hire and fire, and excluding
those employees engaged in the construction
of an addition to the plants."

